

NP-4 CO 36.25 HOUR PLAN EFFECTIVE July 11, 2003

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CO	1	Annual	\$26,724.00	\$27,533.00	\$28,338.00	\$29,152.00	\$29,998.00	\$30,843.00	\$31,689.00	\$32,483.00	\$33,333.00	\$34,747.00
		Bi-Wk	\$1,023.91	\$1,054.91	\$1,085.75	\$1,116.94	\$1,149.35	\$1,181.73	\$1,214.14	\$1,244.56	\$1,277.13	\$1,331.31
		Daily	\$102.40	\$105.50	\$108.58	\$111.70	\$114.94	\$118.18	\$121.42	\$124.46	\$127.72	\$133.14
		Hourly	\$14.13	\$14.56	\$14.98	\$15.41	\$15.86	\$16.30	\$16.75	\$17.17	\$17.62	\$18.37
CO	2	Annual	\$27,589.00	\$28,427.00	\$29,272.00	\$30,155.00	\$31,035.00	\$31,914.00	\$32,802.00	\$33,623.00	\$34,503.00	\$35,943.00
		Bi-Wk	\$1,057.05	\$1,089.16	\$1,121.54	\$1,155.37	\$1,189.09	\$1,222.76	\$1,256.79	\$1,288.24	\$1,321.96	\$1,377.13
		Daily	\$105.71	\$108.92	\$112.16	\$115.54	\$118.91	\$122.28	\$125.68	\$128.83	\$132.20	\$137.72
		Hourly	\$14.58	\$15.03	\$15.47	\$15.94	\$16.41	\$16.87	\$17.34	\$17.77	\$18.24	\$19.00
CO	3	Annual	\$29,126.00	\$30,196.00	\$31,274.00	\$32,349.00	\$33,430.00	\$34,509.00	\$35,585.00	\$36,476.00	\$37,432.00	\$38,947.00
		Bi-Wk	\$1,115.94	\$1,156.94	\$1,198.24	\$1,239.43	\$1,280.85	\$1,322.19	\$1,363.41	\$1,397.55	\$1,434.18	\$1,492.23
		Daily	\$111.60	\$115.70	\$119.83	\$123.95	\$128.09	\$132.22	\$136.35	\$139.76	\$143.42	\$149.23
		Hourly	\$15.40	\$15.96	\$16.53	\$17.10	\$17.67	\$18.24	\$18.81	\$19.28	\$19.79	\$20.59
CO	4	Annual	\$30,488.00	\$31,601.00	\$32,709.00	\$33,818.00	\$34,930.00	\$36,038.00	\$37,143.00	\$38,072.00	\$39,070.00	\$40,629.00
		Bi-Wk	\$1,168.13	\$1,210.77	\$1,253.22	\$1,295.71	\$1,338.32	\$1,380.77	\$1,423.11	\$1,458.70	\$1,496.94	\$1,556.67
		Daily	\$116.82	\$121.08	\$125.33	\$129.58	\$133.84	\$138.08	\$142.32	\$145.87	\$149.70	\$155.67
		Hourly	\$16.12	\$16.71	\$17.29	\$17.88	\$18.46	\$19.05	\$19.63	\$20.12	\$20.65	\$21.48
CO	5	Annual	\$31,942.00	\$33,086.00	\$34,223.00	\$35,369.00	\$36,506.00	\$37,647.00	\$38,793.00	\$39,764.00	\$40,805.00	\$42,408.00
		Bi-Wk	\$1,223.84	\$1,267.67	\$1,311.23	\$1,355.14	\$1,398.70	\$1,442.42	\$1,486.33	\$1,523.53	\$1,563.41	\$1,624.83
		Daily	\$122.39	\$126.77	\$131.13	\$135.52	\$139.87	\$144.25	\$148.64	\$152.36	\$156.35	\$162.49
		Hourly	\$16.89	\$17.49	\$18.09	\$18.70	\$19.30	\$19.90	\$20.51	\$21.02	\$21.57	\$22.42
CO	6	Annual	\$33,477.00	\$34,659.00	\$35,838.00	\$37,010.00	\$38,192.00	\$39,372.00	\$40,547.00	\$41,563.00	\$42,654.00	\$44,302.00
		Bi-Wk	\$1,282.65	\$1,327.94	\$1,373.11	\$1,418.01	\$1,463.30	\$1,508.51	\$1,553.53	\$1,592.46	\$1,634.26	\$1,697.40
		Daily	\$128.27	\$132.80	\$137.32	\$141.81	\$146.33	\$150.86	\$155.36	\$159.25	\$163.43	\$169.74
		Hourly	\$17.70	\$18.32	\$18.94	\$19.56	\$20.19	\$20.81	\$21.43	\$21.97	\$22.55	\$23.42
CO	7	Annual	\$35,128.00	\$36,336.00	\$37,549.00	\$38,755.00	\$39,961.00	\$41,173.00	\$42,382.00	\$43,441.00	\$44,582.00	\$46,278.00
		Bi-Wk	\$1,345.91	\$1,392.19	\$1,438.66	\$1,484.87	\$1,531.08	\$1,577.51	\$1,623.84	\$1,664.41	\$1,708.13	\$1,773.11
		Daily	\$134.60	\$139.22	\$143.87	\$148.49	\$153.11	\$157.76	\$162.39	\$166.45	\$170.82	\$177.32
		Hourly	\$18.57	\$19.21	\$19.85	\$20.49	\$21.12	\$21.76	\$22.40	\$22.96	\$23.57	\$24.46
CO	8	Annual	\$36,882.00	\$38,122.00	\$39,365.00	\$40,604.00	\$41,850.00	\$43,093.00	\$44,335.00	\$45,446.00	\$46,638.00	\$48,389.00
		Bi-Wk	\$1,413.11	\$1,460.62	\$1,508.24	\$1,555.71	\$1,603.45	\$1,651.08	\$1,698.66	\$1,741.23	\$1,786.90	\$1,853.99
		Daily	\$141.32	\$146.07	\$150.83	\$155.58	\$160.35	\$165.11	\$169.87	\$174.13	\$178.69	\$185.40
		Hourly	\$19.50	\$20.15	\$20.81	\$21.46	\$22.12	\$22.78	\$23.43	\$24.02	\$24.65	\$25.58
CO	9	Annual	\$38,682.00	\$39,955.00	\$41,233.00	\$42,512.00	\$43,788.00	\$45,061.00	\$46,335.00	\$47,494.00	\$48,741.00	\$50,544.00
		Bi-Wk	\$1,482.07	\$1,530.85	\$1,579.81	\$1,628.82	\$1,677.71	\$1,726.48	\$1,775.29	\$1,819.70	\$1,867.48	\$1,936.56
		Daily	\$148.21	\$153.09	\$157.99	\$162.89	\$167.78	\$172.65	\$177.53	\$181.97	\$186.75	\$193.66
		Hourly	\$20.45	\$21.12	\$21.80	\$22.47	\$23.15	\$23.82	\$24.49	\$25.10	\$25.76	\$26.72

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CO	10	Annual	\$40,638.00	\$41,944.00	\$43,252.00	\$44,566.00	\$45,874.00	\$47,185.00	\$48,496.00	\$49,707.00	\$51,014.00	\$52,873.00
		Bi-Wk	\$1,557.02	\$1,607.05	\$1,657.17	\$1,707.51	\$1,757.63	\$1,807.86	\$1,858.09	\$1,904.49	\$1,954.56	\$2,025.79
		Daily	\$155.71	\$160.71	\$165.72	\$170.76	\$175.77	\$180.79	\$185.81	\$190.45	\$195.46	\$202.58
		Hourly	\$21.48	\$22.17	\$22.86	\$23.56	\$24.25	\$24.94	\$25.63	\$26.27	\$26.96	\$27.95
CO	11	Annual	\$42,630.00	\$43,970.00	\$45,322.00	\$46,664.00	\$48,003.00	\$49,348.00	\$50,690.00	\$51,955.00	\$53,318.00	\$55,239.00
		Bi-Wk	\$1,633.34	\$1,684.68	\$1,736.48	\$1,787.90	\$1,839.20	\$1,890.73	\$1,942.15	\$1,990.62	\$2,042.84	\$2,116.44
		Daily	\$163.34	\$168.47	\$173.65	\$178.79	\$183.92	\$189.08	\$194.22	\$199.07	\$204.29	\$211.65
		Hourly	\$22.53	\$23.24	\$23.96	\$24.67	\$25.37	\$26.08	\$26.79	\$27.46	\$28.18	\$29.20
CO	12	Annual	\$44,723.00	\$46,202.00	\$47,685.00	\$49,169.00	\$50,651.00	\$52,133.00	\$53,613.00	\$54,955.00	\$56,398.00	\$58,396.00
		Bi-Wk	\$1,713.53	\$1,770.20	\$1,827.02	\$1,883.87	\$1,940.66	\$1,997.44	\$2,054.14	\$2,105.56	\$2,160.85	\$2,237.40
		Daily	\$171.36	\$177.02	\$182.71	\$188.39	\$194.07	\$199.75	\$205.42	\$210.56	\$216.09	\$223.74
		Hourly	\$23.64	\$24.42	\$25.21	\$25.99	\$26.77	\$27.56	\$28.34	\$29.05	\$29.81	\$30.87
CO	16	Annual	\$54,006.00	\$55,764.00	\$57,517.00	\$59,274.00	\$61,027.00	\$62,784.00	\$64,538.00	\$66,153.00	\$67,890.00	\$70,184.00
		Bi-Wk	\$2,069.20	\$2,136.56	\$2,203.72	\$2,271.04	\$2,338.20	\$2,405.52	\$2,472.73	\$2,534.60	\$2,601.15	\$2,689.05
		Daily	\$206.92	\$213.66	\$220.38	\$227.11	\$233.82	\$240.56	\$247.28	\$253.46	\$260.12	\$268.91
		Hourly	\$28.55	\$29.47	\$30.40	\$31.33	\$32.26	\$33.18	\$34.11	\$34.96	\$35.88	\$37.10
CC	1	Annual	\$31,616.00									
		Bi-Wk	\$1,211.35									
		Daily	\$121.14									
		Hourly	\$16.71									